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Vocabulary Builder Reference from...

Melinda Briana Epler: 3 ways to be a better ally in the workplace | TED Talk

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All Words

IMPORTANT

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Session 1: Word List

executive

n. a person or group of people with top-level management responsibility in a business or other organization; the branch that is responsible for implementing, administering, and enforcing laws, as well as running the day-to-day operations

synonym: administrator, manager, director

(1) **executive** editor at the publishing house, (2) **executive** vice president

As the **executive** director of the non-profit, it's her responsibility to make sure they're meeting their mission goals.

engineer

n. a person whose job is designing, building, or maintaining something such as machines, structures, or software

synonym: architect, creator, builder

(1) a civil **engineer**, (2) **engineer** shortage

The **engineer** will repair my telephone tomorrow morning.

firm

adj. resolute or unwavering in decision-making or action; strong or secure in structure, make, or composition; reliable, trustworthy, or dependable; (noun) a business or company

synonym: stable, secure, steadfast

(1) **firm** grip, (2) accounting **firm**

The **firm** deadline for submitting the project is tomorrow, so we need to work efficiently to finish on time.

culmination

n. the peak highest point or climax of something, especially happening after a long time

synonym: climax, completion, ending

(1) the **culmination** of her ambition, (2) **culmination** altitude

Their achievements stand as a **culmination** of centuries of development.

acquire

v. to buy or obtain something such as an asset, object, knowledge, etc., for oneself

synonym: attain, earn, catch

(1) **acquire** knowledge, (2) **acquire** a new company

Children **acquire** language at a fantastic rate.

storytelling

n. the act or art of narrating or writing stories

synonym: narrating, relating, recounting

(1) **storytelling** performance, (2) courtroom **storytelling**

She was skilled in **storytelling** techniques, such as using different voices for other characters.

nation

n. a large organized community of people living in a particular country or region and having a particular culture

synonym: country, state, sovereign entity

(1) **nation-state**, (2) a seafaring **nation**

The **nation** of Japan is known for its unique culture and advanced technology.

radical

adj. relating to the essential aspects of anything; far beyond the norm, mainly used of opinions and actions

synonym: extreme, revolutionary

(1) a **radical** flaw in the plan, (2) a **radical** cure

The government established by the coup was more **radical** than before.

improve

v. to make or become better

synonym: enhance, ameliorate, enrich

(1) **improve** a process, (2) **improve** the test score

We want to **improve** ties between our two countries.

ceiling

n. a room's top interior surface

synonym: canopy, awning, shelter

(1) **ceiling** board, (2) **ceiling** light

There was a crack in the **ceiling** that I found.

hell

n. the place thought to be where bad people go and are punished after death, often depicted as being located beneath the earth; an extraordinarily unpleasant or difficult place

synonym: inferno, agony, misery

(1) run like **hell**, (2) **hell** broke loose

The battlefield became **hell** on earth.

chip

n. a small fragment of something broken off from the whole; a long and thin piece of potato fried in oil or fat

synonym: flake, fragment, chunk

(1) a **chip** of wood, (2) I don't care a **chip**

We can use this campaign as a bargaining **chip** in the negotiations.

confidence

n. the feeling or attitude that one can trust or rely on the abilities or good qualities of someone or something

synonym: self-trust, certainty, belief

(1) **confidence** as a teacher, (2) boost my **confidence**

Skill and **confidence** are an unconquered army.

innovate

v. to introduce new methods, ideas, or products

synonym: bring in, introduce, found

(1) **innovate** a new method, (2) **innovate** the quality of his life

Companies developing self-driving cars consistently **innovate** the emerging technologies.

strategy

n. a detailed plan of action designed to achieve a long-term or overall goal.

synonym: approach, procedure, scenario

(1) military **strategy**, (2) develop a **strategy**

Our plan includes a comprehensive marketing **strategy**.

hire

v. to give somebody a job

synonym: employ, engage, lease

(1) **hire** a guide, (2) **hire** a car by the hour

We should always be prepared to **hire** talented recruits.

fellow

adj. someone who has the same job or interests as you, or is in the same class, profession, or situation as you

synonym: buddy, mate, affiliate

(1) junior **fellow**, (2) nice **fellow**

He is the kind of **fellow** who only works for his success.

laptop

n. a portable computer that is small enough to be carried around easily and used on your lap

(1) bring my **laptop**, (2) thin-and-light **laptop**

I need to finish this report by tonight, so I'll be working on my **laptop** all day.

interrupt

v. to say or do something that causes someone to stop in their speech or action

synonym: disturb, hinder, break in

(1) **interrupt** a call, (2) abruptly **interrupt**

Her sleep was **interrupted** by recurring pain.

dismiss

v. to regard something or someone as not important and not worth considering; to terminate someone's employment

synonym: decline, disband, dissolve

(1) **dismiss** a person from the office, (2) **dismiss** a matter with a laugh

The committee has decided to **dismiss** the president from the post.

champion

n. someone who has won first place in a competition; someone who fights for a specific group of people or a belief

synonym: victor, winner, fighter

(1) a **champion** of peace, (2) the grand **champion**

The **champion** bicyclist outrode all his competitors.

absolutely

adv. without restriction or limitation; completely or utterly

synonym: completely, utterly, definitely

(1) **absolutely** against, (2) **absolutely** obsessed with the girl

I am **absolutely** opposed to his idea because of morality.

tap

v. to hit someone or something quickly, gently, and often repeatedly; to use existing resources, such as energy, knowledge, etc.

synonym: knock, exploit, use

(1) **tap** a new market, (2) **tap** keyboard with an index finger

To expand the company, we must **tap** new human resources.

toxic

adj. of or relating to or caused by a poison; poisonous

synonym: poisonous, harmful, contaminated

(1) **toxic** molecule, (2) exposure to **toxic** chemicals

This chemical compound is a thousand-fold more **toxic**.

microaggression

n. a subtle or indirect form of discrimination or bias, often unintentional, that reinforces stereotypes or perpetuates prejudice; a seemingly minor comment or action that can harm someone's mental health or emotional well-being

(1) **microaggression** towards minorities,

(2) **microaggression** in the workplace

The expectation that women should do all the housework is a form of **microaggression**.

slight

adj. very small in degree or amount

synonym : feeble, nuanced, subtle

(1) feel a **slight** concern, (2) **slight** increase

We made **slight** modifications to reflect the views of both sides.

insult

n. a remark or action that causes offense or disrespect;
(verb) to treat, mention, or speak to rudely

synonym : affront, slight, offense

(1) an intentional **insult**, (2) **insult** each other

His **insult** toward her was unacceptable and resulted in his being fired.

negative

adj. having the quality of something bad or harmful;
expressing refusal

synonym : minus, adverse, pessimistic

(1) have a **negative** effect, (2) a **negative** number

The movie has received almost universally **negative** criticism.

verbal

adj. expressed in spoken rather than written words

synonym : speaking, lingual, oral

(1) **verbal** communication, (2) **verbal** abuse

The candidate must have excellent **verbal** skills.

nonverbal

adj. not involving or using spoken or written language;
communicated through body language, facial
expression, or other means besides language

synonym : silent, mute, unspoken

(1) **nonverbal** communication, (2) **nonverbal** signal

Many communication skills rely on **nonverbal** cues such as body language and facial expressions.

communicate

v. to share or exchange information with others by speaking, writing, moving your body, or using other signals

synonym : convey, share, transmit

(1) **communicate** his anxieties to the psychiatrist,

(2) **communicate** well with my advisor

Dolphins use sound to **communicate** with each other.

intentional

adj. done, made or performed with purpose and intent

synonym : deliberate, intended, preplanned

(1) **intentional** destruction of evidence, (2) an **intentional** walk

The law distinguishes between accidental and **intentional** killing.

impede

v. to obstruct or block someone or something to slow down or prevent progress

synonym : hinder, obstruct, block

(1) **impede** a close relationship, (2) **impede** development

The traffic jam **impeded** our progress to reach the destination on time.

underrepresented

adj. not adequately or proportionately represented, often in terms of a particular group, population, or perspective being excluded or marginalized

synonym : belittled, marginalized, disadvantaged

(1) feel **underrepresented**, (2) **underrepresented** data

Underrepresented communities need more support and resources to achieve equity.

background

n. the details of a person's social heritage, such as family, vocational or educational experience; past information that is essential to understanding a situation or problem

synonym : ground, experience, backdrop

(1) a **background** color, (2) a criminal **background**

The company's hiring criteria emphasize personality, not a person's **background**.

colleague

n. one of a group of a coworker, especially in a profession or a business

synonym : coworker, associate, fellow

(1) collaborate with **colleagues**, (2) former **colleague**

I decided to seek counseling on the advice of my **colleague**.

technological

adj. based on scientific and industrial progress

synonym : specialized, technical

(1) **technological** advancement, (2) **technological** policy

Technological advances have disrupted many industries.

industrious

adj. hardworking, diligent, and persistent in effort

synonym : diligent, hardworking, assiduous

(1) **industrious** worker, (2) **industrious** student

He was known to be very **industrious** and would often work late into the night.

magic

n. beliefs and actions employed to influence supernatural beings and forces; any art or performance that invokes supernatural powers

synonym : fascination, illusion, wizardry

(1) a **magic** spell, (2) she is **magic**

He performed **magic** tricks with sophisticated moves.

wand

n. a slender rod or stick, especially one used for magic or divination; a rod or staff carried by certain officials as a symbol of authority

synonym : rod, stick, staff

(1) magic **wand**, (2) security **wand**

The magician waved his **wand**, and a rabbit appeared from the hat.

diversity

n. the quality or fact of many different types of things or people being included in something; a range of different things or people

synonym : variety, multiplicity, variousness

(1) the **diversity** policy of the university, (2) lingual **diversity**

He was impressed by the range and **diversity** of the collection.

inclusive

adj. including much or everything, and especially including stated limits; not excluding any of the people, things, ideas, etc. involved in something

synonym : cover-all, all-embracing, comprehensive

(1) a fully **inclusive** price, (2) **inclusive** education

The university has established a capacity for each nationality as part of its **inclusive** policy.

opportune

adj. suitable or happening at a time that is suitable or convenient for a particular purpose

synonym : suitable, timely, practical

(1) **opportune** occasion, (2) an **opportune** remark

The phone rang at the most **opportune** time.

deserve

v. to be worthy of or entitled to something, especially something good or valuable

synonym : merit, earn, justify

(1) **deserve** respect, (2) **deserve** this prize

The employee **deserved** the promotion for their hard work and dedication.

barrier

n. a fence or other obstruction that makes it hard to move or get in; any condition that makes it difficult to make progress or to achieve an objective

synonym : border, barricade, fence

(1) cost **barrier**, (2) information **barrier**

The police placed a **barrier** across the street to halt traffic.

gender

n. the range of characteristics of femininity and masculinity and differentiating between them, especially when considering social and cultural differences rather than differences in biology

synonym : sexuality

(1) **gender-blind** policies, (2) dual **gender**

Cultural norms strongly influence **gender** expectations.

ethnicity

n. the cultural characteristics of a particular group, such as language, religion, and traditions, that distinguish them from other groups

synonym: race, culture, heritage

(1) with respect to **ethnicity**, (2) based on their **ethnicity**

The company has a diverse workforce representing different **ethnicity** and backgrounds.

religion

n. a deep conviction in a supernatural power that controls human destiny

synonym: faith, creed, belief

(1) **religion** sociology, (2) freedom of **religion**

Their **religion** strictly prohibits them from drinking or gambling.

disability

n. a physical or mental condition that makes it difficult for someone to do some things that other people do

synonym: impairment, disadvantage, restriction

(1) a **disability** pension, (2) a learning **disability**

Listening to music at a high volume may lead to a hearing **disability**.

orientation

n. a person's basic attitudes, beliefs, and preferences about particular things; a course introducing a new situation or environment

synonym: direction, introduction, frontage

(1) sexual **orientation**, (2) the school **orientation**

There will be an **orientation** lecture for new students this afternoon.

geography

n. a field of science devoted to the study of the lands, features, inhabitants, and phenomena of the Earth

synonym: landscape, terrain, topography

(1) **geography** class, (2) economic **geography**

She did well on her **geography** exam.

allyship

n. the quality or practice of helping and supporting groups of people who are treated badly or unfairly and marginalized to ensure their fundamental rights and ability to be happy and successful in society

(1) LGBTQ **allyship**, (2) **allyship** in workplace

The topic of white **allyship** has long been crucial in black-led campaigns against racial injustice.

imbalance

n. a situation in which two or more things are not equal or equally treated

synonym: inequality, asymmetry, instability

(1) trade **imbalance**, (2) symptoms of hormonal **imbalance**

An **imbalance** in certain substances causes problems with brain function.

thrive

v. to grow vigorously; to make steady progress

synonym: bloom, flourish, prosper

(1) **thrive** in a society, (2) **thrive** on pressure

Without investment, a business cannot **thrive**.

develop

v. to grow or expand; to improve or refine through a process of progress and refinement, often to achieve greater sophistication or complexity; to elaborate or add detail to something that is in the process of being created

synonym: evolve, progress, advance

(1) **develop** a strategy, (2) **develop** a skill

We must **develop** a new system to streamline our workflow and increase efficiency.

diverse

adj. including numerous categories of individuals or entities; various

synonym: manifold, various, myriad

(1) **diverse** backgrounds, (2) a person of **diverse** talents

New York is a city with a **diverse** ethnic population.

innovative

adj. introducing or using new methods, ideas, etc.

synonym: creative, ingenious, inventive

(1) use of **innovative** technology, (2) stylistically **innovative** works

The Prime Minister stressed the need to create **innovative** industries.

profitable

adj. making or likely to make material gain or profit

synonym: advantageous, beneficial, thriving

(1) a **profitable** job, (2) **profitable** trade

The Prohibition amendment made bootlegging **profitable**.

cisgender

adj. denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex

synonym: cis, non-trans

(1) **cisgender** identity, (2) **cisgender** person

Cisgender people often don't have to think about their gender identity in the same way that transgender people do

statistics

n. the discipline that concerns the collection, organization, analysis, interpretation, and presentation of data

(1) **statistics** for cancer, (2) official **statistics**

The **statistics** demonstrate that poverty and unemployment are genuine problems.

privilege

n. a special right or advantage that only one person or group of people has, usually because they are rich and powerful in a society

synonym: benefit, authorization, advantage

(1) a breach of **privilege**, (2) **privilege** of membership

In the Middle Ages, the right to hunt in the wild was the **privilege** of royalty and nobility.

discriminate

v. to treat a person or particular group of people worse or better than another, especially in an unfair way; to recognize or perceive the difference between people or

things

synonym : show prejudice, segregate, differentiate

(1) **discriminate** against women employees,

(2) **discriminate** between different things

You should not **discriminate** against minorities.

nonbinary

adj. someone who does not identify as a man or a woman;
not relating to, composed of, or including only two things

synonym : pluralistic, polyphyletic

(1) **nonbinary** gender, (2) **nonbinary** identities

More and more people in various countries believe that the policymaker should change the marriage rules for **nonbinary** people.

necessarily

adv. in an essential manner; in such a way as could not be otherwise

synonym : inevitable, certainly, automatically

(1) not **necessarily** a problem, (2) **necessarily** true

This accident was something that happened **necessarily**.

identify

v. to recognize someone or something and say or prove who or what they are

synonym : determine, specify, recognize

(1) **identify** handwriting, (2) **identify** gene sequences

I will introduce you to how to **identify** the leading causes of the malfunction.

racial

adj. of or related to the race (= classification of humans into groups based on physical traits or social relations)

synonym : ethnic, tribal, ethnical

(1) **racial** prejudice, (2) **racial** and ethnic backgrounds

A minor **racial** conflict later led to a civil war.

ethnic

adj. relating or belonging to a group of people who share a cultural tradition

synonym : racial, ethnical, tribal

(1) **ethnic** minority, (2) single **ethnic** group
Each **ethnic** group has its unique rituals.

veteran

n. a person who has had long experience in a particular area or activity

synonym : expert, pro, vet

(1) A 20-year **veteran** in the industry, (2) **veteran** teacher
The **veteran** soldiers have the role of teaching recruits the stringencies of training.

bias

n. a strong feeling in favor of or against one group of people, an idea, or thing, often not based on fair judgment

synonym : inclination, partiality, predilection

(1) **bias** against a big company, (2) have a **bias** toward socialism

She researched gender **bias** in politics.

oppress

v. to treat people in a cruel and authoritarian way, especially by denying them the same freedoms, rights, etc. as other people

synonym : antagonize, distress, burden

(1) **oppress** the minority, (2) **oppress** the people with force
Historically, many countries have often **oppressed** certain religions to gain the support of the majority of the population.

inequity

n. a lack of fairness or justice; an unfair or unequal situation or practice

synonym : injustice, unfairness, bias

(1) **inequity** in education, (2) market **inequity**

There's an **inequity** in the criminal justice system that needs to be addressed.

cell-phone

n. a portable electronic device used for making and receiving phone calls, sending text messages, and accessing the internet wirelessly

synonym : mobile, smartphone

(1) **cell-phone** signal, (2) **cell-phone** battery
I left my **cell-phone** at home, and now I feel lost.

nervous

adj. worried and anxious about something; relating to the nerves

synonym : neural, anxious, uneasy

(1) development of the **nervous** system, (2) get **nervous**
He suffers from **nervous** breakdowns.

echo

n. a sound heard after being reflected off a surface, such as a wall or a cliff

synonym : reverberate, repeat, reflection

(1) the **echo** of a person's footsteps, (2) sound **echo**
A thunderous boom **echoed** throughout the valley.

attribute

v. to say or regard that something is the result of a particular thing; (noun) a quality or feature that someone or something possesses;

synonym : ascribe, blame, (noun) feature

(1) **attribute** the change to their marriage, (2) **attribute** directly to sales
He **attributes** the disappointing results to the economic downturn.

identity

n. the fact of being who or what somebody or something is; the features, emotions, or ideas that distinguish persons from one another

synonym : character, personality, individuality

(1) mistaken **identity**, (2) **identity** as an individual
The terrorist's **identity** remains unknown.

pronounce

v. to say or speak (a word or words) correctly or in a particular way

synonym : articulate, enunciate, voice

(1) **pronounce** a judgment, (2) **pronounce** a name
She struggled to **pronounce** the word in a foreign language.

pronoun

n. a word that takes the place of a noun in a sentence, such as "he," "she," "they," or "it"

(1) **pronoun** usage, (2) possessive **pronoun**

In English, personal **pronouns** such as "he," "she," and "they" can replace a person's name to avoid repetition.

norm

n. something that is regarded as usual, typical, or standard

synonym: criterion, mean, standard

(1) **norm** of action, (2) cultural **norm**

The systems we have developed has accepted as industry **norms**.

advocate

n. a person who supports or suggests an idea, development, or way of doing something

synonym: proponent, exponent, promoter

(1) an **advocate** of disarmament, (2) public education

advocates

Advocates of abolishing the death penalty often argue that the alternative heaviest sentence should be life in prison.

intervene

v. to intentionally get involved in a situation to improve it or prevent it from getting worse

synonym: interfere, mediate, intercede

(1) **intervene** in a dispute, (2) **intervene** between quarreling parties

Following international law, our country does not **intervene** in the internal affairs of our neighbors.

dynamics

n. the branch of mechanics that deals with the motion of bodies under the action of forces, including the particular case in which a body remains at rest; forces that produce or stimulate movement, growth, or change

synonym: mechanics, kinetics, kinematics

(1) **dynamics** of group, (2) **dynamics** of economy

The relationship **dynamics** between the two countries were complex and constantly changing.

belittle

v. to speak or write about someone or something in a way that shows a lack of respect

synonym: degrade, demean, disparage

(1) **belittle** his ability, (2) **belittle** through talk

He **belittled** her in front of the office, making her feel small and insignificant.

invite

v. to ask someone to come or join; to offer an opportunity or possibility for something to happen or take place

synonym: ask, request, summon

(1) **invite** guests, (2) **invite** criticism

We want to **invite** you to our annual charity event.

panel

n. a square or rectangular and flat piece of something that forms a distinct section or component of something; a small group of specialists who discuss particular topics or give their advice or opinion about something

synonym: board, commission, discussion

(1) **panel** discussion, (2) cost of solar **panels**

A **panel** of economic advisers from the United States visited the country to help rebuild its economy.

refer

v. to direct someone's attention, thoughts, or questions to another source or person; to mention, cite, or allude to something as evidence or support

synonym: cite, allude, mention

(1) **refer** to a book, (2) **refer** to a map

Please **refer** to the instruction manual for further assistance.

encourage

v. to give someone support, confidence, or hope; to persuade someone to do or continue to do something by making it easier for them and making them believe it is a good thing to do

synonym: facilitate, persuade, stimulate

(1) **encourage** a sense of affinity, (2) **encourage** antisocial behavior

They **encouraged** customers with a premium for loyal

patronage.

mentor

n. a person who helps and advises a younger or less experienced person over time, usually at work or school

synonym: adviser, coach, tutor

(1) **mentor** for life, (2) fashion **mentor**

As a **mentor**, he helped me realize my career.

sponsor

v. to provide funds for a particular event, program, individual, etc. as a way of advertising

synonym: back, fund, finance

(1) **sponsor** a contest, (2) **sponsor** a local group

Our company **sponsors** numerous disabled athletes.

volunteer

n. a person who performs or offers to perform a job or service without being paid for or forced to do

synonym: unpaid worker, draftee, enlistee

(1) seek **volunteers**, (2) my **volunteer** work

The teachers make full use of **volunteer** assistance.

stem

n. the central part of something from which other parts can develop or grow; the part of a word common to all its inflected variants; (verb) to grow out of, have roots in, or originate in

synonym: branch, limb, (verb) come from

(1) **stem** from a belief, (2) the **stem** of a matchstick

A rose has thorns on its **stem**.

underserved

adj. inadequately or insufficiently provided with help, products, or services

(1) **underserved** market, (2) traditionally **underserved**

This area is medically **underserved**.

transform

v. to change in outward structure or looks;

synonym: alter, convert, change

(1) **transform** an education system, (2) **transform** heat into power

My father's death **transformed** my life completely.

commitment

n. a promise or firm decision to do something or to behave in a certain way

synonym: burden, obligation, promise

(1) a **commitment** to an alliance, (2) meet his **commitments**

His business **commitments** took him to the United States.

lingering

adj. continuing for a long time; persistent; remaining in a place or situation for longer than is usual or necessary; unwilling to leave

synonym: prolonged, persistent, enduring

(1) **lingering** illness, (2) **lingering** doubts

The **lingering** smell of smoke clung to his clothes even after he left the campfire.

sham

n. something that is not as good or true as it seems to be and is intended to deceive people; a person who pretends to be something they are not

synonym: bogus, counterfeit, fraudulent

(1) a **sham** battle, (2) turn out to be all **sham**

The data he prepared was completely **sham**.

utterly

adv. completely or absolutely

synonym: absolutely, completely, perfectly

(1) **utterly** changed, (2) **utterly** ignorant

We are **utterly** opposed to any form of terrorism.

unsupported

adj. not given financial or other aid; not having any proof or evidence

synonym: baseless, unfounded, unwarranted

(1) **unsupported** rumor, (2) fight **unsupported**

Removal of the central poll left the roof **unsupported**.

Session 2: Spelling

- | | | |
|---|-------------|--|
| 1. com_____te his anxieties to the psychiatrist | v. | to share or exchange information with others by speaking, writing, moving your body, or using other signals |
| 2. in_____ne between quarreling parties | v. | to intentionally get involved in a situation to improve it or prevent it from getting worse |
| 3. tr_____rm an education system | v. | to change in outward structure or looks; |
| 4. not nec_____ly a problem | <i>adv.</i> | in an essential manner; in such a way as could not be otherwise |
| 5. boost my con_____ce | <i>n.</i> | the feeling or attitude that one can trust or rely on the abilities or good qualities of someone or something |
| 6. a learning dis_____ty | <i>n.</i> | a physical or mental condition that makes it difficult for someone to do some things that other people do |
| 7. be_____le his ability | v. | to speak or write about someone or something in a way that shows a lack of respect |
| 8. pr_____ce a judgment | v. | to say or speak (a word or words) correctly or in a particular way |
| 9. al_____ip in workplace | <i>n.</i> | the quality or practice of helping and supporting groups of people who are treated badly or unfairly and marginalized to ensure their fundamental rights and ability to be happy and successful in society |

ANSWERS: 1. communicate, 2. intervene, 3. transform, 4. necessarily, 5. confidence, 6. disability, 7. belittle, 8. pronounce, 9. allyship

10. cul_____on altitude *n.* the peak highest point or climax of something, especially happening after a long time
11. an intentional in___t *n.* a remark or action that causes offense or disrespect; (verb) to treat, mention, or speak to rudely
12. exposure to to__c chemicals *adj.* of or relating to or caused by a poison; poisonous
13. tec_____cal policy *adj.* based on scientific and industrial progress
14. lingual di_____ty *n.* the quality or fact of many different types of things or people being included in something; a range of different things or people
15. li_____ng doubts *adj.* continuing for a long time; persistent; remaining in a place or situation for longer than is usual or necessary; unwilling to leave
16. in_____te a new method *v.* to introduce new methods, ideas, or products
17. with respect to et_____ty *n.* the cultural characteristics of a particular group, such as language, religion, and traditions, that distinguish them from other groups
18. a dis_____ty pension *n.* a physical or mental condition that makes it difficult for someone to do some things that other people do
19. ra___l and ethnic backgrounds *adj.* of or related to the race (= classification of humans into groups based on physical traits or social relations)

ANSWERS: 10. culmination, 11. insult, 12. toxic, 13. technological, 14. diversity, 15. lingering, 16. innovate, 17. ethnicity, 18. disability, 19. racial

20. li_____ng illness *adj.* continuing for a long time; persistent; remaining in a place or situation for longer than is usual or necessary; unwilling to leave
21. n__m of action *n.* something that is regarded as usual, typical, or standard
22. abs_____ly obsessed with the girl *adv.* without restriction or limitation; completely or utterly
23. sta_____cs for cancer *n.* the discipline that concerns the collection, organization, analysis, interpretation, and presentation of data
24. former co_____ue *n.* one of a group of a coworker, especially in a profession or a business
25. in_____ty in education *n.* a lack of fairness or justice; an unfair or unequal situation or practice
26. mistaken id_____ty *n.* the fact of being who or what somebody or something is; the features, emotions, or ideas that distinguish persons from one another
27. sl____t increase *adj.* very small in degree or amount
28. s__m from a belief *n.* the central part of something from which other parts can develop or grow; the part of a word common to all its inflected variants; (verb) to grow out of, have roots in, or originate in
29. pr_____ge of membership *n.* a special right or advantage that only one person or group of people has, usually because they are rich and powerful in a society

ANSWERS: 20. lingering, 21. norm, 22. absolutely, 23. statistics, 24. colleague, 25. inequity, 26. identity, 27. slight, 28. stem, 29. privilege

30. de____p a skill *v.* to grow or expand; to improve or refine through a process of progress and refinement, often to achieve greater sophistication or complexity; to elaborate or add detail to something that is in the process of being created
31. a com_____nt to an alliance *n.* a promise or firm decision to do something or to behave in a certain way
32. the school ori_____on *n.* a person's basic attitudes, beliefs, and preferences about particular things; a course introducing a new situation or environment
33. ce____g board *n.* a room's top interior surface
34. abs_____ly against *adv.* without restriction or limitation; completely or utterly
35. the grand ch____on *n.* someone who has won first place in a competition; someone who fights for a specific group of people or a belief
36. ac____e a new company *v.* to buy or obtain something such as an asset, object, knowledge, etc., for oneself
37. tr_____rm heat into power *v.* to change in outward structure or looks;
38. in___e criticism *v.* to ask someone to come or join; to offer an opportunity or possibility for something to happen or take place
39. single et___c group *adj.* relating or belonging to a group of people who share a cultural tradition
40. en_____ge antisocial behavior *v.* to give someone support, confidence, or hope; to persuade someone to do or continue to do something by making it easier for them and making them believe it is a good thing to do

ANSWERS: 30. develop, 31. commitment, 32. orientation, 33. ceiling, 34. absolutely, 35. champion, 36. acquire, 37. transform, 38. invite, 39. ethnic, 40. encourage

48. feel a sl___t concern *adj.* very small in degree or amount
49. ci_____er person *adj.* denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex
50. pr_____n usage *n.* a word that takes the place of a noun in a sentence, such as "he," "she," "they," or "it"
51. economic ge_____hy *n.* a field of science devoted to the study of the lands, features, inhabitants, and phenomena of the Earth
52. a bac_____nd color *n.* the details of a person's social heritage, such as family, vocational or educational experience; past information that is essential to understanding a situation or problem
53. t_p keyboard with an index finger *v.* to hit someone or something quickly, gently, and often repeatedly; to use existing resources, such as energy, knowledge, etc.
54. nec_____ly true *adv.* in an essential manner; in such a way as could not be otherwise
55. junior fe___w *adj.* someone who has the same job or interests as you, or is in the same class, profession, or situation as you
56. ind_____us student *adj.* hardworking, diligent, and persistent in effort
57. A 20-year ve_____n in the industry *n.* a person who has had long experience in a particular area or activity
58. security w__d *n.* a slender rod or stick, especially one used for magic or divination; a rod or staff carried by certain officials as a symbol of authority

ANSWERS: 48. slight, 49. cisgender, 50. pronoun, 51. geography, 52. background, 53. tap, 54. necessarily, 55. fellow, 56. industrious, 57. veteran, 58. wand

59. military st____gy *n.* a detailed plan of action designed to achieve a long-term or overall goal.
60. id____fy handwriting *v.* to recognize someone or something and say or prove who or what they are
61. in____pt a call *v.* to say or do something that causes someone to stop in their speech or action
62. de____p a strategy *v.* to grow or expand; to improve or refine through a process of progress and refinement, often to achieve greater sophistication or complexity; to elaborate or add detail to something that is in the process of being created
63. possessive pr____n *n.* a word that takes the place of a noun in a sentence, such as "he," "she," "they," or "it"
64. I don't care a c__p *n.* a small fragment of something broken off from the whole; a long and thin piece of potato fried in oil or fat
65. na____n-state *n.* a large organized community of people living in a particular country or region and having a particular culture
66. turn out to be all s__m *n.* something that is not as good or true as it seems to be and is intended to deceive people; a person who pretends to be something they are not
67. no____al signal *adj.* not involving or using spoken or written language; communicated through body language, facial expression, or other means besides language

ANSWERS: 59. strategy, 60. identify, 61. interrupt, 62. develop, 63. pronoun, 64. chip, 65. nation, 66. sham, 67. nonverbal

68. pr_____ce a name *v.* to say or speak (a word or words) correctly or in a particular way
69. id_____ty as an individual *n.* the fact of being who or what somebody or something is; the features, emotions, or ideas that distinguish persons from one another
70. she is ma__c *n.* beliefs and actions employed to influence supernatural beings and forces; any art or performance that invokes supernatural powers
71. dy_____cs of economy *n.* the branch of mechanics that deals with the motion of bodies under the action of forces, including the particular case in which a body remains at rest; forces that produce or stimulate movement, growth, or change
72. in___e guests *v.* to ask someone to come or join; to offer an opportunity or possibility for something to happen or take place
73. have a b__s toward socialism *n.* a strong feeling in favor of or against one group of people, an idea, or thing, often not based on fair judgment
74. official sta_____cs *n.* the discipline that concerns the collection, organization, analysis, interpretation, and presentation of data
75. h__e a car by the hour *v.* to give somebody a job
76. ge_____hy class *n.* a field of science devoted to the study of the lands, features, inhabitants, and phenomena of the Earth

ANSWERS: 68. pronounce, 69. identity, 70. magic, 71. dynamics, 72. invite, 73. bias, 74. statistics, 75. hire, 76. geography

77. abruptly in_____pt *v.* to say or do something that causes someone to stop in their speech or action
78. information ba_____r *n.* a fence or other obstruction that makes it hard to move or get in; any condition that makes it difficult to make progress or to achieve an objective
79. di_____e backgrounds *adj.* including numerous categories of individuals or entities; various
80. a ma__c spell *n.* beliefs and actions employed to influence supernatural beings and forces; any art or performance that invokes supernatural powers
81. a person of di_____e talents *adj.* including numerous categories of individuals or entities; various
82. im_____e the test score *v.* to make or become better
83. me____r for life *n.* a person who helps and advises a younger or less experienced person over time, usually at work or school
84. mic_____ion in the workplace *n.* a subtle or indirect form of discrimination or bias, often unintentional, that reinforces stereotypes or perpetuates prejudice; a seemingly minor comment or action that can harm someone's mental health or emotional well-being
85. int_____al destruction of evidence *adj.* done, made or performed with purpose and intent
86. dual ge____r *n.* the range of characteristics of femininity and masculinity and differentiating between them, especially when considering social and cultural differences rather than differences in biology

ANSWERS: 77. interrupt, 78. barrier, 79. diverse, 80. magic, 81. diverse, 82. improve, 83. mentor, 84. microaggression, 85. intentional, 86. gender

87. sound e__o *n.* a sound heard after being reflected off a surface, such as a wall or a cliff
88. et___c minority *adj.* relating or belonging to a group of people who share a cultural tradition
89. cost ba____r *n.* a fence or other obstruction that makes it hard to move or get in; any condition that makes it difficult to make progress or to achieve an objective
90. bring my la___p *n.* a portable computer that is small enough to be carried around easily and used on your lap
91. im_____e a process *v.* to make or become better
92. id_____fy gene sequences *v.* to recognize someone or something and say or prove who or what they are
93. in___t each other *n.* a remark or action that causes offense or disrespect; (verb) to treat, mention, or speak to rudely
94. cel_____ne battery *n.* a portable electronic device used for making and receiving phone calls, sending text messages, and accessing the internet wirelessly
95. ce_____g light *n.* a room's top interior surface
96. th___e on pressure *v.* to grow vigorously; to make steady progress
97. the di_____ty policy of the university *n.* the quality or fact of many different types of things or people being included in something; a range of different things or people

ANSWERS: 87. echo, 88. ethnic, 89. barrier, 90. laptop, 91. improve, 92. identify, 93. insult, 94. cell-phone, 95. ceiling, 96. thrive, 97. diversity

98. dis_____ate against women employees
v. to treat a person or particular group of people worse or better than another, especially in an unfair way; to recognize or perceive the difference between people or things
99. thin-and-light la___p
n. a portable computer that is small enough to be carried around easily and used on your lap
100. collaborate with co_____ues
n. one of a group of a coworker, especially in a profession or a business
101. ut_____y ignorant
adv. completely or absolutely
102. en_____er shortage
n. a person whose job is designing, building, or maintaining something such as machines, structures, or software
103. an ad_____te of disarmament
n. a person who supports or suggests an idea, development, or way of doing something
104. dy_____cs of group
n. the branch of mechanics that deals with the motion of bodies under the action of forces, including the particular case in which a body remains at rest; forces that produce or stimulate movement, growth, or change
105. accounting f__m
adj. resolute or unwavering in decision-making or action; strong or secure in structure, make, or composition; reliable, trustworthy, or dependable; (noun) a business or company

ANSWERS: 98. discriminate, 99. laptop, 100. colleague, 101. utterly, 102. engineer, 103. advocate, 104. dynamics, 105. firm

106. based on their et_____ty *n.* the cultural characteristics of a particular group, such as language, religion, and traditions, that distinguish them from other groups
107. con_____ce as a teacher *n.* the feeling or attitude that one can trust or rely on the abilities or good qualities of someone or something
108. traditionally und_____ed *adj.* inadequately or insufficiently provided with help, products, or services
109. ut_____y changed *adv.* completely or absolutely
110. at_____te the change to their marriage *v.* to say or regard that something is the result of a particular thing; (noun) a quality or feature that someone or something possesses;
111. ind_____us worker *adj.* hardworking, diligent, and persistent in effort
112. sexual ori_____on *n.* a person's basic attitudes, beliefs, and preferences about particular things; a course introducing a new situation or environment
113. ve____l communication *adj.* expressed in spoken rather than written words
114. und_____ed market *adj.* inadequately or insufficiently provided with help, products, or services
115. op_____s the minority *v.* to treat people in a cruel and authoritarian way, especially by denying them the same freedoms, rights, etc. as other people
116. di_____s a person from the office *v.* to regard something or someone as not important and not worth considering; to terminate someone's employment

ANSWERS: 106. ethnicity, 107. confidence, 108. underserved, 109. utterly, 110. attribute, 111. industrious, 112. orientation, 113. verbal, 114. underserved, 115. oppress, 116. dismiss

117. a pro_____le job *adj.* making or likely to make material gain or profit
118. im___e development *v.* to obstruct or block someone or something to slow down or prevent progress
119. im___e a close relationship *v.* to obstruct or block someone or something to slow down or prevent progress
120. di_____s a matter with a laugh *v.* to regard something or someone as not important and not worth considering; to terminate someone's employment
121. use of inn_____ve technology *adj.* introducing or using new methods, ideas, etc.
122. a breach of pr_____ge *n.* a special right or advantage that only one person or group of people has, usually because they are rich and powerful in a society
123. feel und_____ted *adj.* not adequately or proportionately represented, often in terms of a particular group, population, or perspective being excluded or marginalized
124. develop a st_____gy *n.* a detailed plan of action designed to achieve a long-term or overall goal.
125. op_____ne occasion *adj.* suitable or happening at a time that is suitable or convenient for a particular purpose
126. ex_____ve vice president *n.* a person or group of people with top-level management responsibility in a business or other organization; the branch that is responsible for implementing, administering, and enforcing laws, as well as running the day-to-day operations

ANSWERS: 117. profitable, 118. impede, 119. impede, 120. dismiss, 121. innovative, 122. privilege, 123. underrepresented, 124. strategy, 125. opportune, 126. executive

127. b__s against a big company *n.* a strong feeling in favor of or against one group of people, an idea, or thing, often not based on fair judgment
128. ra___l prejudice *adj.* of or related to the race (= classification of humans into groups based on physical traits or social relations)
129. stylistically inn_____ve works *adj.* introducing or using new methods, ideas, etc.
130. an op_____ne remark *adj.* suitable or happening at a time that is suitable or convenient for a particular purpose
131. market in_____ty *n.* a lack of fairness or justice; an unfair or unequal situation or practice
132. uns_____ed rumor *adj.* not given financial or other aid; not having any proof or evidence
133. ve___l abuse *adj.* expressed in spoken rather than written words
134. h__e a guide *v.* to give somebody a job
135. ac_____e knowledge *v.* to buy or obtain something such as an asset, object, knowledge, etc., for oneself
136. no_____ry identities *adj.* someone who does not identify as a man or a woman; not relating to, composed of, or including only two things
137. cel_____ne signal *n.* a portable electronic device used for making and receiving phone calls, sending text messages, and accessing the internet wirelessly

ANSWERS: 127. bias, 128. racial, 129. innovative, 130. opportune, 131. inequity, 132. unsupported, 133. verbal, 134. hire, 135. acquire, 136. nonbinary, 137. cell-phone

138. ve_____n teacher *n.* a person who has had long experience in a particular area or activity
139. in_____ne in a dispute *v.* to intentionally get involved in a situation to improve it or prevent it from getting worse
140. at_____te directly to sales *v.* to say or regard that something is the result of a particular thing; (noun) a quality or feature that someone or something possesses;
141. de_____e respect *v.* to be worthy of or entitled to something, especially something good or valuable
142. an int_____al walk *adj.* done, made or performed with purpose and intent
143. fashion me____r *n.* a person who helps and advises a younger or less experienced person over time, usually at work or school
144. a ra_____l flaw in the plan *adj.* relating to the essential aspects of anything; far beyond the norm, mainly used of opinions and actions
145. a ch_____on of peace *n.* someone who has won first place in a competition; someone who fights for a specific group of people or a belief
146. ci_____er identity *adj.* denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex
147. h__l broke loose *n.* the place thought to be where bad people go and are punished after death, often depicted as being located beneath the earth; an extraordinarily unpleasant or difficult place

ANSWERS: 138. veteran, 139. intervene, 140. attribute, 141. deserve, 142. intentional, 143. mentor, 144. radical, 145. champion, 146. cisgender, 147. hell

148. a c__p of wood *n.* a small fragment of something broken off from the whole; a long and thin piece of potato fried in oil or fat
149. trade im_____ce *n.* a situation in which two or more things are not equal or equally treated
150. dis_____ate between different things *v.* to treat a person or particular group of people worse or better than another, especially in an unfair way; to recognize or perceive the difference between people or things
151. LGBTQ al_____ip *n.* the quality or practice of helping and supporting groups of people who are treated badly or unfairly and marginalized to ensure their fundamental rights and ability to be happy and successful in society
152. a seafaring na___n *n.* a large organized community of people living in a particular country or region and having a particular culture
153. no_____ry gender *adj.* someone who does not identify as a man or a woman; not relating to, composed of, or including only two things
154. courtroom sto_____ing *n.* the act or art of narrating or writing stories
155. ex_____ve editor at the publishing house *n.* a person or group of people with top-level management responsibility in a business or other organization; the branch that is responsible for implementing, administering, and enforcing laws, as well as running the day-to-day operations

ANSWERS: 148. chip, 149. imbalance, 150. discriminate, 151. allyship, 152. nation, 153. nonbinary, 154. storytelling, 155. executive

156. fight uns_____ed *adj.* not given financial or other aid; not having any proof or evidence
157. a criminal bac_____nd *n.* the details of a person's social heritage, such as family, vocational or educational experience; past information that is essential to understanding a situation or problem
158. development of the ne_____s system *adj.* worried and anxious about something; relating to the nerves
159. public education ad_____tes *n.* a person who supports or suggests an idea, development, or way of doing something
160. cultural n__m *n.* something that is regarded as usual, typical, or standard
161. the e__o of a person's footsteps *n.* a sound heard after being reflected off a surface, such as a wall or a cliff
162. und_____ted data *adj.* not adequately or proportionately represented, often in terms of a particular group, population, or perspective being excluded or marginalized
163. in_____te the quality of his life *v.* to introduce new methods, ideas, or products
164. nice fe___w *adj.* someone who has the same job or interests as you, or is in the same class, profession, or situation as you
165. a ne_____ve number *adj.* having the quality of something bad or harmful; expressing refusal
166. freedom of re_____on *n.* a deep conviction in a supernatural power that controls human destiny

ANSWERS: 156. unsupported, 157. background, 158. nervous, 159. advocate, 160. norm, 161. echo, 162. underrepresented, 163. innovate, 164. fellow, 165. negative, 166. religion

167. op_____s the people with force *v.* to treat people in a cruel and authoritarian way, especially by denying them the same freedoms, rights, etc. as other people
168. my vo_____er work *n.* a person who performs or offers to perform a job or service without being paid for or forced to do
169. pro_____le trade *adj.* making or likely to make material gain or profit
170. ge____r-blind policies *n.* the range of characteristics of femininity and masculinity and differentiating between them, especially when considering social and cultural differences rather than differences in biology
171. t_p a new market *v.* to hit someone or something quickly, gently, and often repeatedly; to use existing resources, such as energy, knowledge, etc.
172. run like h__l *n.* the place thought to be where bad people go and are punished after death, often depicted as being located beneath the earth; an extraordinarily unpleasant or difficult place
173. have a ne_____ve effect *adj.* having the quality of something bad or harmful; expressing refusal
174. sp_____r a contest *v.* to provide funds for a particular event, program, individual, etc. as a way of advertising
175. to__c molecule *adj.* of or relating to or caused by a poison; poisonous

ANSWERS: 167. oppress, 168. volunteer, 169. profitable, 170. gender, 171. tap, 172. hell, 173. negative, 174. sponsor, 175. toxic

176. meet his com_____nts *n.* a promise or firm decision to do something or to behave in a certain way
177. the s__m of a matchstick *n.* the central part of something from which other parts can develop or grow; the part of a word common to all its inflected variants; (verb) to grow out of, have roots in, or originate in
178. pa__l discussion *n.* a square or rectangular and flat piece of something that forms a distinct section or component of something; a small group of specialists who discuss particular topics or give their advice or opinion about something
179. re_____on sociology *n.* a deep conviction in a supernatural power that controls human destiny
180. en_____ge a sense of affinity *v.* to give someone support, confidence, or hope; to persuade someone to do or continue to do something by making it easier for them and making them believe it is a good thing to do
181. tec_____cal advancement *adj.* based on scientific and industrial progress
182. magic w__d *n.* a slender rod or stick, especially one used for magic or divination; a rod or staff carried by certain officials as a symbol of authority
183. a civil en_____er *n.* a person whose job is designing, building, or maintaining something such as machines, structures, or software
184. a fully in_____ve price *adj.* including much or everything, and especially including stated limits; not excluding any of the people, things, ideas, etc. involved in something

ANSWERS: 176. commitment, 177. stem, 178. panel, 179. religion, 180. encourage, 181. technological, 182. wand, 183. engineer, 184. inclusive

185. com_____te well with my advisor *v.* to share or exchange information with others by speaking, writing, moving your body, or using other signals
186. re__r to a book *v.* to direct someone's attention, thoughts, or questions to another source or person; to mention, cite, or allude to something as evidence or support
187. th___e in a society *v.* to grow vigorously; to make steady progress
188. a s__m battle *n.* something that is not as good or true as it seems to be and is intended to deceive people; a person who pretends to be something they are not
189. symptoms of hormonal im_____ce *n.* a situation in which two or more things are not equal or equally treated
190. sto_____ing performance *n.* the act or art of narrating or writing stories
191. seek vo_____ers *n.* a person who performs or offers to perform a job or service without being paid for or forced to do
192. the cul_____on of her ambition *n.* the peak highest point or climax of something, especially happening after a long time
193. de_____e this prize *v.* to be worthy of or entitled to something, especially something good or valuable
194. get ne_____s *adj.* worried and anxious about something; relating to the nerves
195. sp_____r a local group *v.* to provide funds for a particular event, program, individual, etc. as a way of advertising

ANSWERS: 185. communicate, 186. refer, 187. thrive, 188. sham, 189. imbalance, 190. storytelling, 191. volunteer, 192. culmination, 193. deserve, 194. nervous, 195. sponsor

196. mic_____ion towards
minorities

n. a subtle or indirect form of discrimination or bias, often unintentional, that reinforces stereotypes or perpetuates prejudice; a seemingly minor comment or action that can harm someone's mental health or emotional well-being

ANSWERS: 196. microaggression

Session 3: Fill in the Blanks

1. He suffers from _____ breakdowns.
adj. worried and anxious about something; relating to the nerves
2. Our plan includes a comprehensive marketing _____.
n. a detailed plan of action designed to achieve a long-term or overall goal.
3. The law distinguishes between accidental and _____ killing.
adj. done, made or performed with purpose and intent
4. We are _____ opposed to any form of terrorism.
adv. completely or absolutely
5. She struggled to _____ the word in a foreign language.
v. to say or speak (a word or words) correctly or in a particular way
6. The phone rang at the most _____ time.
adj. suitable or happening at a time that is suitable or convenient for a particular purpose
7. The _____ of Japan is known for its unique culture and advanced technology.
n. a large organized community of people living in a particular country or region and having a particular culture
8. The topic of white _____ has long been crucial in black-led campaigns against racial injustice.
n. the quality or practice of helping and supporting groups of people who are treated badly or unfairly and marginalized to ensure their fundamental rights and ability to be happy and successful in society

ANSWERS: 1. nervous, 2. strategy, 3. intentional, 4. utterly, 5. pronounce, 6. opportune, 7. nation, 8. allyship

9. Their _____ strictly prohibits them from drinking or gambling.
n. a deep conviction in a supernatural power that controls human destiny
10. Their achievements stand as a _____ of centuries of development.
n. the peak highest point or climax of something, especially happening after a long time
11. In the Middle Ages, the right to hunt in the wild was the _____ of royalty and nobility.
n. a special right or advantage that only one person or group of people has, usually because they are rich and powerful in a society
12. The data he prepared was completely _____.
n. something that is not as good or true as it seems to be and is intended to deceive people; a person who pretends to be something they are not
13. A _____ of economic advisers from the United States visited the country to help rebuild its economy.
n. a square or rectangular and flat piece of something that forms a distinct section or component of something; a small group of specialists who discuss particular topics or give their advice or opinion about something
14. The government established by the coup was more _____ than before.
adj. relating to the essential aspects of anything; far beyond the norm, mainly used of opinions and actions
15. The teachers make full use of _____ assistance.
n. a person who performs or offers to perform a job or service without being paid for or forced to do

ANSWERS: 9. religion, 10. culmination, 11. privilege, 12. sham, 13. panel, 14. radical, 15. volunteer

16. The battlefield became _____ on earth.

- n.* the place thought to be where bad people go and are punished after death, often depicted as being located beneath the earth; an extraordinarily unpleasant or difficult place

17. More and more people in various countries believe that the policymaker should change the marriage rules for _____ people.

- adj.* someone who does not identify as a man or a woman; not relating to, composed of, or including only two things

18. I need to finish this report by tonight, so I'll be working on my _____ all day.

- n.* a portable computer that is small enough to be carried around easily and used on your lap

19. New York is a city with a _____ ethnic population.

- adj.* including numerous categories of individuals or entities; various

20. An _____ in certain substances causes problems with brain function.

- n.* a situation in which two or more things are not equal or equally treated

21. There was a crack in the _____ that I found.

- n.* a room's top interior surface

22. As a _____ he helped me realize my career.

- n.* a person who helps and advises a younger or less experienced person over time, usually at work or school

23. His _____ toward her was unacceptable and resulted in his being fired.

- n.* a remark or action that causes offense or disrespect; (verb) to treat, mention, or speak to rudely

ANSWERS: 16. hell, 17. nonbinary, 18. laptop, 19. diverse, 20. imbalance, 21. ceiling, 22. mentor, 23. insult

24. You should not _____ against minorities.

- v.* to treat a person or particular group of people worse or better than another, especially in an unfair way; to recognize or perceive the difference between people or things

25. The movie has received almost universally _____ criticism.

- adj.* having the quality of something bad or harmful; expressing refusal

26. _____ people often don't have to think about their gender identity in the same way that transgender people do

- adj.* denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex

27. _____ of abolishing the death penalty often argue that the alternative heaviest sentence should be life in prison.

- n.* a person who supports or suggests an idea, development, or way of doing something

28. He _____ her in front of the office, making her feel small and insignificant.

- v.* to speak or write about someone or something in a way that shows a lack of respect

29. The _____ deadline for submitting the project is tomorrow, so we need to work efficiently to finish on time.

- adj.* resolute or unwavering in decision-making or action; strong or secure in structure, make, or composition; reliable, trustworthy, or dependable; (noun) a business or company

30. We should always be prepared to _____ talented recruits.

- v.* to give somebody a job

ANSWERS: 24. discriminate, 25. negative, 26. Cisgender, 27. Advocates, 28. belittled, 29. firm, 30. hire

31. Following international law, our country does not _____ in the internal affairs of our neighbors.
- v. to intentionally get involved in a situation to improve it or prevent it from getting worse
32. Please _____ to the instruction manual for further assistance.
- v. to direct someone's attention, thoughts, or questions to another source or person; to mention, cite, or allude to something as evidence or support
33. We made _____ modifications to reflect the views of both sides.
- adj. very small in degree or amount
34. Companies developing self-driving cars consistently _____ the emerging technologies.
- v. to introduce new methods, ideas, or products
35. This area is medically _____.
- adj. inadequately or insufficiently provided with help, products, or services
36. _____ advances have disrupted many industries.
- adj. based on scientific and industrial progress
37. I am _____ opposed to his idea because of morality.
- adv. without restriction or limitation; completely or utterly
38. Listening to music at a high volume may lead to a hearing _____.
- n. a physical or mental condition that makes it difficult for someone to do some things that other people do

ANSWERS: 31. intervene, 32. refer, 33. slight, 34. innovate, 35. underserved, 36. Technological, 37. absolutely, 38. disability

39. The _____ demonstrate that poverty and unemployment are genuine problems.
- n.* the discipline that concerns the collection, organization, analysis, interpretation, and presentation of data
40. A minor _____ conflict later led to a civil war.
- adj.* of or related to the race (= classification of humans into groups based on physical traits or social relations)
41. We must _____ a new system to streamline our workflow and increase efficiency.
- v.* to grow or expand; to improve or refine through a process of progress and refinement, often to achieve greater sophistication or complexity; to elaborate or add detail to something that is in the process of being created
42. Historically, many countries have often _____ certain religions to gain the support of the majority of the population.
- v.* to treat people in a cruel and authoritarian way, especially by denying them the same freedoms, rights, etc. as other people
43. The _____ smell of smoke clung to his clothes even after he left the campfire.
- adj.* continuing for a long time; persistent; remaining in a place or situation for longer than is usual or necessary; unwilling to leave
44. She researched gender _____ in politics.
- n.* a strong feeling in favor of or against one group of people, an idea, or thing, often not based on fair judgment
45. She was skilled in _____ techniques, such as using different voices for other characters.
- n.* the act or art of narrating or writing stories

ANSWERS: 39. statistics, 40. racial, 41. develop, 42. oppressed, 43. lingering, 44. bias, 45. storytelling

46. She did well on her _____ exam.
- n.* a field of science devoted to the study of the lands, features, inhabitants, and phenomena of the Earth
47. The terrorist's _____ remains unknown.
- n.* the fact of being who or what somebody or something is; the features, emotions, or ideas that distinguish persons from one another
48. Dolphins use sound to _____ with each other.
- v.* to share or exchange information with others by speaking, writing, moving your body, or using other signals
49. He was known to be very _____ and would often work late into the night.
- adj.* hardworking, diligent, and persistent in effort
50. As the _____ director of the non-profit, it's her responsibility to make sure they're meeting their mission goals.
- n.* a person or group of people with top-level management responsibility in a business or other organization; the branch that is responsible for implementing, administering, and enforcing laws, as well as running the day-to-day operations
51. The _____ soldiers have the role of teaching recruits the stringencies of training.
- n.* a person who has had long experience in a particular area or activity
52. The traffic jam _____ our progress to reach the destination on time.
- v.* to obstruct or block someone or something to slow down or prevent progress
53. Removal of the central poll left the roof _____.
- adj.* not given financial or other aid; not having any proof or evidence

ANSWERS: 46. geography, 47. identity, 48. communicate, 49. industrious, 50. executive, 51. veteran, 52. impeded, 53. unsupported

54. A rose has thorns on its _____.

- n.* the central part of something from which other parts can develop or grow; the part of a word common to all its inflected variants; (verb) to grow out of, have roots in, or originate in

55. I decided to seek counseling on the advice of my _____.

- n.* one of a group of a coworker, especially in a profession or a business

56. We want to _____ ties between our two countries.

- v.* to make or become better

57. Our company _____ numerous disabled athletes.

- v.* to provide funds for a particular event, program, individual, etc. as a way of advertising

58. _____ communities need more support and resources to achieve equity.

- adj.* not adequately or proportionately represented, often in terms of a particular group, population, or perspective being excluded or marginalized

59. I will introduce you to how to _____ the leading causes of the malfunction.

- v.* to recognize someone or something and say or prove who or what they are

60. There's an _____ in the criminal justice system that needs to be addressed.

- n.* a lack of fairness or justice; an unfair or unequal situation or practice

61. This chemical compound is a thousand-fold more _____.

- adj.* of or relating to or caused by a poison; poisonous

ANSWERS: 54. stem, 55. colleague, 56. improve, 57. sponsors, 58. Underrepresented, 59. identify, 60. inequity, 61. toxic

62. The Prime Minister stressed the need to create _____ industries.

adj. introducing or using new methods, ideas, etc.

63. This accident was something that happened _____.

adv. in an essential manner; in such a way as could not be otherwise

64. We can use this campaign as a bargaining _____ in the negotiations.

n. a small fragment of something broken off from the whole; a long and thin piece of potato fried in oil or fat

65. He was impressed by the range and _____ of the collection.

n. the quality or fact of many different types of things or people being included in something; a range of different things or people

66. Many communication skills rely on _____ cues such as body language and facial expressions.

adj. not involving or using spoken or written language; communicated through body language, facial expression, or other means besides language

67. The _____ bicyclist outrode all his competitors.

n. someone who has won first place in a competition; someone who fights for a specific group of people or a belief

68. His business _____ took him to the United States.

n. a promise or firm decision to do something or to behave in a certain way

69. My father's death _____ my life completely.

v. to change in outward structure or looks;

ANSWERS: 62. innovative, 63. necessarily, 64. chip, 65. diversity, 66. nonverbal, 67. champion, 68. commitments, 69. transformed

70. Children _____ language at a fantastic rate.

- v.* to buy or obtain something such as an asset, object, knowledge, etc., for oneself

71. A thunderous boom _____ throughout the valley.

- n.* a sound heard after being reflected off a surface, such as a wall or a cliff

72. The committee has decided to _____ the president from the post.

- v.* to regard something or someone as not important and not worth considering; to terminate someone's employment

73. The police placed a _____ across the street to halt traffic.

- n.* a fence or other obstruction that makes it hard to move or get in; any condition that makes it difficult to make progress or to achieve an objective

74. He _____ the disappointing results to the economic downturn.

- v.* to say or regard that something is the result of a particular thing; (noun) a quality or feature that someone or something possesses;

75. We want to _____ you to our annual charity event.

- v.* to ask someone to come or join; to offer an opportunity or possibility for something to happen or take place

76. The _____ will repair my telephone tomorrow morning.

- n.* a person whose job is designing, building, or maintaining something such as machines, structures, or software

77. The relationship _____ between the two countries were complex and constantly changing.

- n.* the branch of mechanics that deals with the motion of bodies under the action of forces, including the particular case in which a body remains at rest; forces that produce or stimulate movement, growth, or change

ANSWERS: 70. acquire, 71. echoed, 72. dismiss, 73. barrier, 74. attributes, 75. invite, 76. engineer, 77. dynamics

78. The Prohibition amendment made bootlegging _____.

adj. making or likely to make material gain or profit

79. In English, personal _____ such as "he," "she," and "they" can replace a person's name to avoid repetition.

n. a word that takes the place of a noun in a sentence, such as "he," "she," "they," or "it"

80. To expand the company, we must ____ new human resources.

v. to hit someone or something quickly, gently, and often repeatedly; to use existing resources, such as energy, knowledge, etc.

81. He is the kind of _____ who only works for his success.

adj. someone who has the same job or interests as you, or is in the same class, profession, or situation as you

82. Each _____ group has its unique rituals.

adj. relating or belonging to a group of people who share a cultural tradition

83. Her sleep was _____ by recurring pain.

v. to say or do something that causes someone to stop in their speech or action

84. The systems we have developed has accepted as industry _____.

n. something that is regarded as usual, typical, or standard

85. Skill and _____ are an unconquered army.

n. the feeling or attitude that one can trust or rely on the abilities or good qualities of someone or something

ANSWERS: 78. profitable, 79. pronouns, 80. tap, 81. fellow, 82. ethnic, 83. interrupted, 84. norms, 85. confidence

86. Cultural norms strongly influence _____ expectations.
- n.* the range of characteristics of femininity and masculinity and differentiating between them, especially when considering social and cultural differences rather than differences in biology
87. Without investment, a business cannot _____.
- v.* to grow vigorously; to make steady progress
88. The employee _____ the promotion for their hard work and dedication.
- v.* to be worthy of or entitled to something, especially something good or valuable
89. The candidate must have excellent _____ skills.
- adj.* expressed in spoken rather than written words
90. He performed _____ tricks with sophisticated moves.
- n.* beliefs and actions employed to influence supernatural beings and forces; any art or performance that invokes supernatural powers
91. There will be an _____ lecture for new students this afternoon.
- n.* a person's basic attitudes, beliefs, and preferences about particular things; a course introducing a new situation or environment
92. The company has a diverse workforce representing different _____ and backgrounds.
- n.* the cultural characteristics of a particular group, such as language, religion, and traditions, that distinguish them from other groups
93. They _____ customers with a premium for loyal patronage.
- v.* to give someone support, confidence, or hope; to persuade someone to do or continue to do something by making it easier for them and making them believe it is a good thing to do

ANSWERS: 86. gender, 87. thrive, 88. deserved, 89. verbal, 90. magic, 91. orientation, 92. ethnicity, 93. encouraged

94. The university has established a capacity for each nationality as part of its _____ policy.

adj. including much or everything, and especially including stated limits; not excluding any of the people, things, ideas, etc. involved in something

95. The magician waved his _____ and a rabbit appeared from the hat.

n. a slender rod or stick, especially one used for magic or divination; a rod or staff carried by certain officials as a symbol of authority

96. The expectation that women should do all the housework is a form of _____.

n. a subtle or indirect form of discrimination or bias, often unintentional, that reinforces stereotypes or perpetuates prejudice; a seemingly minor comment or action that can harm someone's mental health or emotional well-being

97. The company's hiring criteria emphasize personality, not a person's _____.

n. the details of a person's social heritage, such as family, vocational or educational experience; past information that is essential to understanding a situation or problem

98. I left my _____ at home, and now I feel lost.

n. a portable electronic device used for making and receiving phone calls, sending text messages, and accessing the internet wirelessly

ANSWERS: 94. inclusive, 95. wand, 96. microaggression, 97. background, 98. cell-phone